

CERTIFICATE OF ATTENDANCE

This is to certify that:

AGUS ZAINUL ARIFIN

as Presenter

KHAIRINA NATSIR

MADE SETINI

HERIE DARMAWAN

In the 19th International Annual Symposium on Management held by School of Management Faculty of Business and Economics Universitas Surabaya (UBAYA) on Bali 19-20th 2022

Head of Departement
Faculty Business and Economics
Universitas Surabaya

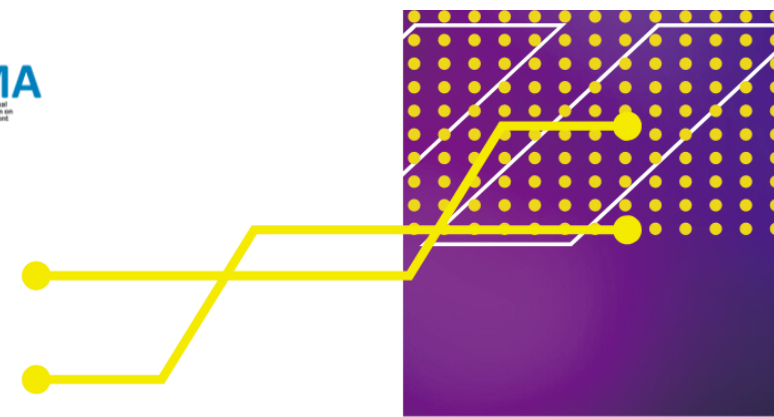


**Dr. Deddy Marciano, M.M.,
CSA., CBC**

Chair of the Comitee
The 19th International Annual
Symposium on Management



**Andhy Setyawan, S.Si., M.Sc,
CMA (USA), CPM (ASIA)**



Co Host:

